App. F. IX-4

1926-27

File No. 5 - 26

Previous References (~~1~~ C.R.B)

Serial Nos. 4.

Later References
C.R.B 8-35-3.

Reserve
Note
23.3.27

General and Revenue Secretariat.

Serial Nos.

P13

Part B for July 1927

SUBJECT

Recruitment to the Public Service

SL: 4

To

The Heads of Departments,
Secretaries to Govt.
Deputy Commissioners of Districts,
The Secretary C.R. Board.

No. 67—126 dt 8.7.27.

I have certain Supplemental instructions re.

12.7.27.

GENERAL AND REVENUE SECRETARIAT.

NOTES.

File No. 55-26

FILE HEADING

Recruitment to the Public Service

From The CRE

No. Dated 1.7.27. Received 7.7.27.

Diary No.	Enclos.	Spare Copies.	Serial No.

BRIEF ABSTRACT OF LETTER.

Recruitment to the Public Service

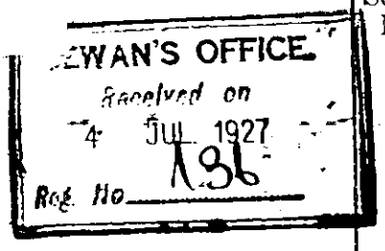
NOTES AND ORDERS.

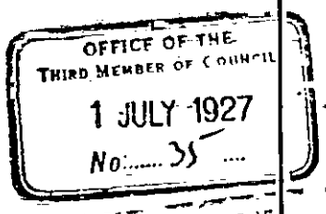
WD 1851—GPB—30,000—1-8-21

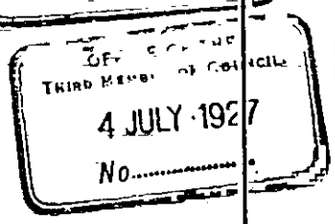
WD 01229—GPB—37,500—1-9-26
App. F. III—2]

General and Revenue Secretariat | C. A. S. File No. 5 of 192

Serial No.







1) In view of the discussions in the Representative Assembly and Legislative Council at the recent session regarding the scope of para 4 of Govt. Order dated 10th June 1927, the draft of an explenatory order is herewith put up for consideration.

3 to Member
Dewan

nil
1/7/27
3.

2) Draft may be approved & issued

CSS
4/7/27

3) May issue after perusal by the other Members

JM
4.7.27

4) Second Member nil 6/7/27

5) First Member nil 7/7

lee
6/7/27.

6) Issue

CSS

nil
7/7
WS
7/7

4 To Hon'ble Members:
Secy to Govt.
by Comm. of Distts & Secy C. A. S.
No 67-136 dt 8-7-27.
Issued enclosing explanatory notification
for information to Hon'ble Members

B.
8/7
11/7

NOTE—Contn. Sheet

Government of His Highness the Maharaja of Mysore.

GENERAL AND REVENUE DEPARTMENTS.

G. O. No. 5771-830—C. R. B. 5-26-1, dated 10th June 1927.

Revised rules for the guidance of appointing officers.

Lays down—

READ—

Para 6 of Government Order No. 1827-80—E. A. G. 308, dated 16th May 1921, laying down as a standing instruction to every officer authorized to make appointments to the public service that he should give preference to a candidate of a backward community in making an initial appointment so long as such candidate possesses the prescribed minimum qualification.

2. Government Order No. E. A. 2093-172—E. A. G. 14-21-7, dated 28th November 1921, as modified by Government Order No. 1043-1102—C. B. 71-22-3, dated 4th September 1922, grouping appointments into four classes and stating that all vacancies occurring in class 1 of the appointments and two out of every three vacancies occurring in each of the other classes will be filled up by direct recruitment.

3. Government Order No. G. 9155-394—G. M. 37-23-1, dated 5th December 1923, issuing revised instructions in regard to the working of the Central Recruitment Board.

ORDER No. 5771-830—C. R. B. 5-26-1, DATED 10TH JUNE 1927.

With a view to removing certain practical difficulties that have been brought to notice in the working of the existing recruitment rules, Government are pleased to lay down the following modified instructions for the guidance of officers empowered to make appointments to the public service :—

(1) In filling the first three out of every four vacancies available for direct recruitment in Departments in which the representation of the backward communities has not reached 50 per cent, preference will continue to be given to candidates of the backward communities possessing the required qualifications; but no such preference need be shown in filling the fourth vacancy.

In the case of Departments in which the representation of these communities has reached the prescribed limit, *viz.*, 50 per cent, the first two vacancies will be given to members of backward communities and every third vacancy will be filled up without preference being shown to the candidates of such communities. Government desire, however, to impress on all appointing officers that it is their duty to select for each appointment the best candidate available according to the nature of the vacancy.

(2) Appointments given in virtue of exemptions granted to candidates or to officials who have put in temporary or acting service will be treated as appointments by direct recruitment for the purpose of rule (1).

(3) The unit for the purpose of calculating vacancies and determining the method of disposal of them will be the District in the case of the Education Department and the Departments under the control of Deputy Commissioners, the Division in the case of the Judicial and Public Works Departments and the entire Department in other cases. Care should, however, be taken by Heads of Departments and Deputy Commissioners to ensure by means of transfers, where necessary, that no office is manned entirely or mainly by members of any one community.

3

No. 5771-830—C. R. B. 5-26-1, DATED 10TH JUNE 1927.

(4) The Deputy Commissioner or other officer controlling any establishment regarded as a unit for the purpose of these rules will obtain the necessary particulars regarding vacancies in the several subordinate offices under his control and determine the vacancies to be thrown open to recruitment on general considerations or otherwise. He will also be responsible for sending to the Central Recruitment Board the "A" and "B" statements relating to the vacancies that occur in all the offices under his control. This should not, however, be construed as affecting in any way the powers of appointment vested in subordinate officers, who will continue to exercise them subject to the requirements of the rules in force.

(5) Whenever a sufficient number of qualified candidates is readily available, appointments may be made without advertising the vacancies in the Gazette according to the method of disposal prescribed in para (1). This discretion of filling up vacancies without advertisement should be sparingly used and only in case of vacancies of less than six months' duration.

(6) The "A" statement will continue to be sent to the Central Recruitment Board Office in the revised form (appended) indicating particulars of all vacancies exceeding three months in duration which are proposed to be filled up after or without advertisement, on general considerations or otherwise. The "B" statement will be sent in the appended form in all cases, including those in which the candidates have been appointed to vacancies without advertisement.

(7) A consolidated "C" statement for each Department will be sent in the form (appended) by the Head of the Department concerned, once in six months, *i.e.*, for the half-year ending 30th June and 31st December respectively, the statement for the first half-year being sent on or before the 15th August and that for the second half-year on or before 15th February of the next calendar year.

N. MADHAVA RAO,
Chief Secretary to Government.

To—The Heads of Departments.
The Secretaries to Government.
The Deputy Commissioners of Districts.
The Secretary, Central Recruitment Board.
The Compiler, *Mysore Gazette.*
PRESS TABLE.

Exd.—P. S. R. N.

No. 5771-830—C. R. B. 5-26-1, DATED 10TH JUNE 1927.

STATEMENT "A."

List of vacancies that have occurred in the offices under the control of the....

1	2	3	4	5	6	7	8	9	10	11	12
Serial Number	Date of vacancy	Designation of the appointment fallen vacant and the name of the office in which the vacancy has occurred	Pay of the appointment	Duration of the vacancy, if temporary	Whether the appointment is to be filled up by direct recruitment or by promotion	Designation and pay of any consequential appointment to be filled by direct recruitment	Whether the vacancy is to be filled up on general considerations, and if so, particulars of three or two previous vacancies made available for recruitment, preferably of candidates of the backward communities, to be furnished	Whether the vacancy is to be filled up after advertisement or by selection from among candidates available for appointment; in the latter case, "B" statement to be appended	In case of advertisement, name of Officer to whom applications should be made	Latest date for submitting applications	Remarks

5

No. 5771-830—C R. B. 5-26-1, DATED 10TH JUNE 1927.

STATEMENT "B."

Statement showing the appointments made in the offices under the control of the..... .....

Name of office	Designation and pay of the appointment	Date of Vacancy	Date on which the vacancy was reported to the Central Recruitment Board	Whether the vacancy is filled up on general considerations, and if so particulars of the three previous vacancies made available for recruitment, preferably of candidates of backward communities to be furnished	Whether the vacancy is filled up without advertisement, and if so, particulars of caste, age and qualifications of the candidate selected to be furnished	Number of applications received in case of vacancies advertised		Date on which applications were received from the Office of the Central Recruitment Board	Name of candidate selected and his serial number in the list forwarded by the Office of the Central Recruitment Board	Religion and caste of the candidate	Remarks
						Brahmins	Backward communities				
1	2	3	4	5	6	7	8	9	10	11	12

N.B.—A copy of this statement will be sent to the Head of the Department concerned.

No. 5771-830—C. R. B. 5-26-1, DATED 10TH JUNE 1927.

STATEMENT "C."

Statement of the composition of the Department of for the half-year ending June/December

1. Total strength of the superior ministerial establishment of the department
2. Total strength of the executive establishment working in the department

Name of community	Number of officials in the Department	Percentage to total strength		Remarks, if any
		During the current half-year	During the previous half-year	
1	2	3	4	5
1. COMPOSITION OF MINISTERIAL ESTABLISHMENT.				
1. Brahmins				
2. Bedars				
3. Gollars				
4. Kshatriyas				
5. Kurubas				
6. Lingayets				
7. Mudaliars				
8. Naidus				
9. Vaisyas				
10. Telugu-Banajigas				
11. Vokkaligas				
12. Other caste Hindus				
13. Jains				
14. Muhammadans				
15. Christians				
16. Other communities (Parsis, Jews and Buddhists, etc.).				
17. Adikarnatakas or Adidravidas and other depressed classes.				
18. Anglo-Indians and Europeans ...				
2. COMPOSITION OF EXECUTIVE ESTABLISHMENT.				
1. Brahmins				
2. Bedars				
3. Gollars				
4. Kshatriyas				
5. Kurubas				
6. Lingayets				
7. Mudaliars				
8. Naidus				
9. Vaisyas ..				
10. Banajigas				
11. Vokkaligas				
12. Other caste Hindus				
13. Jains				
14. Muhammadans				
15. Christians				
16. Other communities (Parsis, Jews and Buddhists, etc.)				
17. Adikarnatakas or Adidravidas and other depressed classes.				
18. Anglo-Indians and Europeans ..				

This return will be sent to the Secretary, Central Recruitment Board, by each Head of the ... ment in respect of the ministerial establishment of his department and the executive est... ment working in the department.

2. The return is due in the office of the Central Recruitment Board on the 15th August an... February each year.

WD 2602—GPB—840—17-6-27

ORDER NO. 4247-97--C.R.B. 5-26, DATED, CAMP MYSORE, 26TH JUNE 1927.

PROCEEDINGS OF THE GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE.

GENERAL AND REVENUE DEPARTMENTS.

READ :—

Government Order No. 5771-830—C.R.B. 5-26-1, dated 10th June 1927, issuing modified instructions for the guidance of officers empowered to make appointments to the public service and directing among other things that (1) the first three out of every four vacancies available for direct recruitment in departments in which the representation of the backward communities has not reached 50 per cent be given to candidates of the backward communities possessing the required qualifications and (2) that the first two vacancies out of every three be given to members of the backward communities in departments in which the representation of these communities has reached the prescribed limit of 50 per cent.

Order No. 4247-97—C.R.B. 5-26, dated, Camp Mysore, 26th June 1927.

In continuation of the Government Order read above, Government are pleased to issue the following subsidiary instructions:—

(1) When a vacancy reserved for the backward communities is advertised and no eligible candidate belonging to such communities applies for it, or having applied, declines the appointment, the vacancy will not be immediately filled up but will be advertised a second time after the lapse of three months. If no applicants belonging to backward communities apply in response even to the second advertisement, the circumstances should be reported to Government and their approval obtained if it is proposed to appoint a Brahmin candidate in the vacancy. No Brahmin candidate should be appointed in anticipation of Government sanction in such cases.

(2) This does not, however, take away the power vested in appointing officers in paragraph 3 (vii) of Government Order No. G. 9155-394—G.M. 137-23-4, dated 5th December 1923, of making temporary arrangements for the conduct of emergent work till the vacancy is filled up according to rules.

Chief Secretary to Government.

To—The Secretaries to Government.
The Heads of Departments.
The Deputy Commissioners of Districts.
The Secretary, Central Recruitment Board.

Government of His Highness the Maharaja of Mysore.

GENERAL AND REVENUE DEPARTMENTS.

G.O. No. C. 4247-97—C.R.B. 5-26, dated, Camp Mysore, 26th June 1927.

Recruitment Rules.

Issues subsidiary instructions in the matter of filling up vacancies reserved for backward communities, in continuation of the revised ———, issued with G.O. No. 5771-830—C.R.B. 5-26-1, dated 10th June 1927.

GBPM—500—27-6-27

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D.O. No. C. 4298-4348 / C.R.B. 5-26

GENERAL AND REVENUE SECRETARIAT,

Camp, Mysore, Dated 26th June 1927.

DEAR SIR,

I am desired to state that the instructions issued under Government Order No. 5771-830—C.R.B. 5-26-1, dated 10th June 1927, for the guidance of officers empowered to make appointments to the public service should be strictly and scrupulously observed and that serious notice will be taken of the conduct of any appointing officers who fail to carry out the rules in the spirit as well as the letter.

Yours sincerely,

N. MADHAVA RAO,

Chief Secretary to Government.

To—The Heads of Departments.
The Deputy Commissioners of Districts.
The Secretaries to Government.

Re: Recruitment Rules.

Proceedings of the Government of H. H. the Maharaja of Mysore.

Read:--

Govt. Order No.5771-830/C.R.B. 5-26-1 dated 10th June 1927 issuing revised rules for recruitment to appointments in ministerial ranks of superior service.

Order No. 67-126 C.R.B.5-26-4

Dated, Bangalore, the 8th July 1927.

Doubts having been expressed as to the exact scope of the instructions contained in para 4 of the Govt.Order read above, Heads of Departments, Deputy Commissioners of Districts and other appointing officers are informed that the said instructions do not in any way affect the classification of appointments in four divisions or the the rules contained in the marginally noted orders, prescribing that all appointments in ~~Division I~~ the lowest division should be thrown open to direct recruitment and that out of every three appointments in the other divisions, the first two should be filled up by direct recruitment and the third by promotion of qualified candidates from the lower divisions.

No.E.A.2093-172/E.A.14-21-7 dated 28th Novr. 1921
No.1043-1102/C.B.71-22-3 dated 4th Septr.1922.

10

The Government Order now under advertence only prescribes the mode of filling vacancies which may be available for direct recruitment under the aforesaid orders. The effect of para 4 of the Govtl Order is to lay down that, in deciding whether a particular vacancy open to direct recruitment is to be filled on general consideration or otherwise, the vacancies occurring in all the establishments constituting a unit for recruitment purposes, should be taken into consideration, whether the initial right of appointment vests in the controlling officer or has been delegated to a subordinate officer. A consolidated list of such vacancies should be maintained by each of the controlling officers and care should be taken to see that the first three vacancies available for direct recruitment for each division in the consolidated list in the order of their occurrence are filled on the principle of giving preference to eligible members of backward communities, only the fourth vacancy being left for recruitment on general considerations, ~~of superior fitness and qualifications~~. In departments where 50% or more of the appointments are already held by members of backward communities, on communal considerations preference should be shewn in filling the first and second vacancies available for direct recruitment, while the third appointment will be open to the best candidate irrespec-

tive of the community to which he may belong.

Chief Secretary to Govt.

To

The Heads of Departments.
" Deputy Commissioners of Dists.
" Secretaries to Govt.

MRN.

12

Government of His Highness the Maharaja of Mysore.

GENERAL AND REVENUE DEPARTMENTS

G. O. No. 67-126/C. R. B. 5-26-4 Bangalore Dated 8th July 1927.

Recruitment to the Public Service

Issues certain supplemental instructions regarding———

Read:—

Government Order No. 5771-830/C.R.B.5-26-1 dated 10th June 1927 issuing revised rules for recruitment to appointments in ministerial ranks of superior service.

ORDER NO.67-126/C.R.B.5-26-4 DATED 8TH JULY 1927.

Doubts having been expressed as to the exact scope of the instructions contained in para 4 of the Government Order read above, Heads of Departments, Deputy Commissioners of Districts and other appointing officers are informed that the said instructions do not in any way affect the classification of appointments in four divisions or the rules contained in the marginally noted orders, prescribing that all appointments in the lowest division should be thrown open to direct recruitment and that out of every three appointments in the other divisions, the first two should be filled up by direct recruitment and the third by promotion of qualified candidates from the lower divisions.

No.E.A.2093-172/E.A.14-21-7 dated 28th November 1921
No.1043-1102/ C. B. 71-22-3 dated 4th September 1922

2. The Government Order now under advertance only prescribes the mode of filling vacancies which may be available for direct recruitment under the aforesaid orders. The effect of para 4 of the Government Order is to lay down that, in deciding whether a particular vacancy open to direct recruitment is to be filled on general considerations or otherwise, the vacancies occurring in all the establishments constituting a unit for recruitment purposes, should be taken into consideration, whether the initial right of appointment vests in the controlling officer or has been delegated to a subordinate officer. A consolidated list of such vacancies should be maintained by each of the controlling officers and care should be taken to see that the first three vacancies available for direct recruitment, for each division, in the consolidated list, *in the order of their occurrence,* are filled on the principle of giving preference to eligible members of backward communities, only the fourth vacancy being left for recruitment on general considerations. In departments where 50 per cent

of the appointments are already held by members of backward communities, preference on communal considerations should be shown in filling the first and second vacancies available for direct recruitment, while the third appointment will be open to the best candidate irrespective of the community to which he may belong.

N. MADHAVA RAO,
Chief Secretary to Government.

To—The Heads of Departments.
The Secretaries to Government.
The Deputy Commissioners of Districts.
The Secretary, Central Recruitment Board.